A study of 1988-1989 beginning offers

CPC $alary $urvey

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Since the January *Salary Survey* appeared, there have been questions raised about the shift to reporting annualized figures rather than monthly figures as has been our past practice. The change was made in response to feedback received from two CPC task groups, a survey conducted in 1987, and reports from CPC's field services people.

CPC is capable of reporting the salary offers in either format. The data are in the computer and may be accessed either way. To get a reading on the current preference of CPC members and subscribers, we have included a ballot with this report. Please take a moment to mark your preference and return the card to CPC. We will report the results and adjust the *Salary Survey* accordingly.

Longtime users of *Salary Survey* also will note that the early offers reported in January normally reflect decreases compared with the previous year-end salary figures. In addition, many of the categories do not have a sufficient number of offers reported to CPC to provide a statistically sound base. The figures are accurate, but there are not enough of them. Users of the *Survey* are cautioned to use it with care and judgment.

As the recruiting season progresses, reporting of job offers also increases, and, consequently, the March *Salary Survey* provides more significant numbers for comparisons with the 1988 year-end figures. The number of categories with statistically sound bases also increases.

In the March report, the trend continues for chemical engineers as they maintain the top dollar position among engineering graduates with an average offer of $32,812, 5.9 percent above last year. Petroleum engineers run a close second with an average dollar offer of $32,202. After an initial decrease shown in the January report, this is now up slightly from September 1988. Both aerospace and mechanical engineers also posted gains, with average dollar increases of 3.6 percent and 3.2 percent, respectively.

Average salary offers to business disciplines also were favorable. Management information systems graduates received the best news of these disciplines with 9 percent higher salary offers, for an average of $27,090. Accounting graduates experienced 5.3 percent higher salary offers with an average of $25,261. Offers to business administration graduates rose 4.3 percent to $22,371, while human resources graduates received an average dollar offer of $21,716, a 6.9 percent increase since last year. However, hotel and restaurant management graduates saw a slight downturn in their average dollar offer (1.8 percent lower) to $19,767.

In the health fields, allied health graduates experienced 6.3 percent higher salaries with an average dollar offer of $23,950. On the down side, nursing graduates received 2.5 percent lower salaries with an average dollar offer of $23,062.

It is too early in the recruiting season to make any judgments on the outlook for this year's M.B.A. graduates. Although average dollar offers are currently running lower than last September's for M.B.A. candidates with nontechnical undergraduate degrees, traditionally most M.B.A. recruiting is in the spring which usually results in a higher average dollar offer by year-end. However, for M.B.A. candidates with technical undergraduate degrees, only those with no experience saw a lower average dollar offer. Those with experience already gained at least 9.5 percent higher offers since last year.

The CPC *Salary Survey* March report covers the period from September 1, 1988, to March 6, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. Additional copies of this report are available to CPC members and *Salary Survey* subscribers for $2 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Business							
Accounting	2,528	$25,261	$24,000	5.3%	$28,000	$25,500	$21,996
Business Administration (incl. Management Science)	453	22,371	21,456	4.3	28,500	21,600	16,500
Distribution Management	39	24,129	N/A	N/A	28,200	25,000	19,200
Economics & Finance (incl. Banking)	460	23,876	N/A	N/A	28,500	24,492	18,000
Hotel/Restaurant Management	66	19,767	20,124	-1.8	22,000	19,200	17,500
Human Resources (incl. Labor Relations)	33	21,716	20,316	6.9	27,600	20,400	17,500
Management Information Systems	177	27,090	24,864	9.0	31,200	26,600	24,000
Marketing/Marketing Management (incl. Research)	486	22,190	N/A	N/A	27,000	22,000	18,000
Real Estate	6	22,788	N/A	N/A	*	*	*
Communications							
Advertising	10	19,249	19,380	*	*	*	*
Communications	68	19,883	20,220	-1.7	26,000	19,120	14,000
Journalism	30	18,513	18,372	0.8	24,500	17,964	14,000
Telecommunications Broadcasting	9	14,997	N/A	N/A	*	*	*
Education							
Elementary Education	83	17,558	N/A	N/A	21,000	18,000	12,879
Pre-Elementary Education	4	13,090	N/A	N/A	*	*	*
Physical Education	9	18,897	N/A	N/A	*	*	*
Special Education	24	19,704	N/A	N/A	24,500	18,143	17,000
Home Economics							
Human Ecology	12	17,292	N/A	N/A	*	*	*
Textiles & Clothing	26	18,218	N/A	N/A	21,000	19,000	14,500
Merchandising Management	7	20,714	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	10	19,782	N/A	N/A	*	*	*
Letters	35	19,419	20,664	-6.0	23,000	19,800	15,600
Visual & Performing Arts	19	15,627	N/A	N/A	*	*	*
Humanities-Other	31	21,956	N/A	N/A	28,000	20,000	18,000
Criminal Justice	18	19,525	19,512	*	*	*	*
History	13	18,863	22,848	*	*	*	*
Political Science/Government	24	19,496	N/A	N/A	24,000	19,100	15,118
Psychology	50	18,211	20,592	-11.6	24,996	18,000	12,000
Sociology	18	19,550	N/A	N/A	*	*	*
Social Sciences-Other	28	18,843	N/A	N/A	22,500	18,600	13,000
Engineering							
Aerospace & Aeronautical	115	29,204	28,176	3.6	31,692	29,400	25,440
Agricultural	8	23,632	25,020	*	*	*	*
Architectural	6	22,813	N/A	N/A	*	*	*
Bioengineering & Biomedical	6	26,306	28,272	*	*	*	*
Chemical	543	32,812	30,996	5.9	34,800	33,000	30,900
Civil	361	26,090	25,596	1.9	31,000	25,500	22,750

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	91	$29,800	N/A	N/A	$32,000	$30,468	$27,000
Electrical	949	30,269	N/A	N/A	33,000	30,600	26,400
Industrial	206	29,378	$ 28,476	3.2	32,200	30,000	25,200
Mechanical	1,029	30,317	29,388	3.2	33,300	30,600	27,000
Metallurgical	50	29,580	29,448	0.4	32,364	30,600	24,000
Mining	9	24,714	N/A	N/A	*	*	*
Nuclear	5	31,540	28,740	*	*	*	*
Petroleum	62	32,202	32,016	0.6	38,100	33,600	24,960
Textile	3	27,333	N/A	N/A	*	*	*
Engineering Technology	160	28,085	27,396	2.5	33,000	27,996	22,000
Industrial Technology	25	25,870	N/A	N/A	28,800	26,950	21,996
Agriculture & Natural Resources							
Agribusiness	25	22,106	N/A	N/A	28,800	20,000	18,000
Animal Sciences	7	18,771	N/A	N/A	*	*	*
Plant Sciences	5	17,656	N/A	N/A	*	*	*
Natural Resources	1	22,800	19,932	*	*	*	*
Other Agricultural Sciences	18	20,814	N/A	N/A	*	*	*
Computer Sciences							
Computer Science	378	27,691	N/A	N/A	32,004	28,110	21,504
Computer Programming	26	26,131	N/A	N/A	31,200	27,716	19,760
Information Sciences & Systems	94	26,361	N/A	N/A	31,104	26,750	23,000
Systems Analysis	8	28,575	N/A	N/A	*	*	*
Health Sciences							
Allied Health	44	23,950	22,536	6.3	28,000	24,500	19,000
Health Sciences	23	18,710	N/A	N/A	23,950	18,000	16,000
Nursing	80	23,062	23,652	-2.5	30,000	22,100	18,000
Pharmacy	65	36,276	34,356	5.6	41,000	41,000	27,664
Sciences							
Actuarial	6	30,384	N/A	N/A	*	*	*
Architectural & Environmental Design	14	24,380	N/A	N/A	*	*	*
Biological	14	19,471	20,364	*	*	*	*
Chemistry	57	29,349	26,004	12.9	33,600	31,800	22,000
Geological	5	23,032	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	60	25,079	N/A	N/A	31,500	26,450	16,800
Physics	7	27,036	27,816	*	*	*	*
Other Physical & Earth Sciences	11	22,655	21,216	*	*	*	*
	9,352						

N/A - No historic data available
* Not computed for fewer than 20 offers

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	2,164	$25,476	N/A	N/A	$28,000	$25,775	$22,500
Accounting (Private)	413	23,974	N/A	N/A	27,500	24,500	19,000
Commercial Banking (Consumer)	48	21,778	N/A	N/A	25,500	21,500	17,000
Commercial Banking (Lending)	43	21,844	N/A	N/A	26,000	21,600	16,800
Investment Banking (Corporate Finance)	12	25,192	N/A	N/A	*	*	*
Investment Banking (Mergers & Acquisitions)	5	28,040	N/A	N/A	*	*	*
Investment Banking (Real Estate)	4	17,175	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	6	22,917	N/A	N/A	*	*	*
Financial/Treasury Analysis	148	24,801	N/A	N/A	29,000	25,350	19,200
Portfolio Management/Brokerage	13	22,515	N/A	N/A	*	*	*
Underwriting	30	20,785	N/A	N/A	24,000	20,600	17,928
Marketing							
Advertising	13	17,840	N/A	N/A	*	*	*
Brand/Product Management	89	24,072	N/A	N/A	30,996	24,000	18,000
Buyer/Merchandising	145	22,123	N/A	N/A	26,000	21,600	18,500
Market Research	36	23,411	N/A	N/A	30,000	22,690	18,000
Sales	490	23,137	N/A	N/A	30,000	23,000	16,800
Communications							
Design/Graphic Arts	14	23,598	N/A	N/A	*	*	*
Media Planning	11	20,868	N/A	N/A	*	*	*
On-Air Reporting	2	18,000	N/A	N/A	*	*	*
Production	15	21,270	N/A	N/A	*	*	*
Public Relations	38	19,293	N/A	N/A	25,500	18,000	13,500
Writing/Editing	21	16,475	N/A	N/A	20,800	16,800	12,000
Public Administration							
Executive, Legislative, & General	12	18,310	N/A	N/A	*	*	*
Finance, Taxation, Monetary Policy	22	21,392	N/A	N/A	25,000	20,844	18,000
Economic Programs	5	18,394	N/A	N/A	*	*	*
Law Enforcement	22	20,526	$20,700	-0.8%	24,000	18,600	16,851
Military	56	21,365	N/A	N/A	25,992	20,304	16,067
National Security	9	23,868	N/A	N/A	*	*	*
Urban/Regional Planning	10	24,251	N/A	N/A	*	*	*
Social Services							
Administration	49	23,984	N/A	N/A	33,000	23,000	17,000
Counseling	17	17,162	N/A	N/A	*	*	*
Fundraising/Development	1	23,500	N/A	N/A	*	*	*
Social Work	14	18,579	N/A	N/A	*	*	*
Engineering							
Bioengineering	15	30,954	N/A	N/A	*	*	*
Design/Construct	671	28,238	N/A	N/A	32,976	28,860	23,004
Environmental/Sanitation	62	27,866	N/A	N/A	32,940	28,000	22,000
Manufacturing/Industrial	1,124	30,537	N/A	N/A	33,204	30,790	27,040
Systems/Programming	112	29,675	N/A	N/A	33,000	30,210	24,342
Power Systems	112	29,692	N/A	N/A	32,100	30,140	27,050
Software Design & Development	101	29,543	N/A	N/A	32,400	30,000	26,160
Hardware Design & Development	87	30,312	N/A	N/A	33,000	30,600	27,600
Research & Development	218	30,275	N/A	N/A	33,960	31,045	25,000
Testing	107	28,786	N/A	N/A	33,000	29,600	24,000
Process Engineering	629	31,963	N/A	N/A	35,000	32,800	27,600
Other Engineering	217	29,839	N/A	N/A	33,280	30,600	24,342

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued

AVERAGE YEARLY SALARY OFFERS

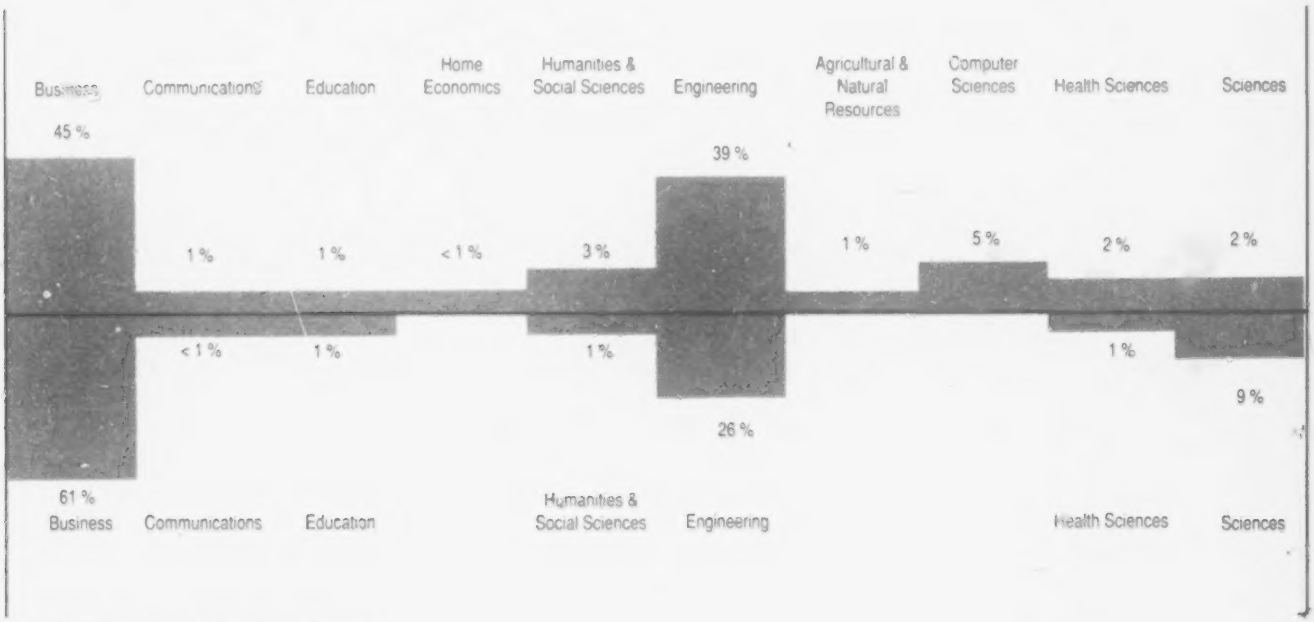
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	330	$26,936	26,892	0.2	$31,500	$27,500	$21,000
Information Systems	148	27,006	N/A	N/A	31,200	27,000	24,000
Systems Analysis & Design	151	27,759	N/A	N/A	32,100	28,000	23,280
Other Functional Areas							
Actuarial	16	27,269	N/A	N/A	*	*	*
Agricultural/Natural Resources	34	22,353	19,728	13.3	28,800	23,000	16,000
Architecture	19	22,693	N/A	N/A	*	*	*
Consulting	238	27,571	26,988	2.2	31,800	27,610	24,000
Human Resources/Industrial Relations	63	22,410	20,076	11.6	28,000	22,000	17,500
Management Trainee	511	21,453	20,892	2.7	28,000	20,300	17,000
Mathematician/Statistician	12	21,808	N/A	N/A	*	*	*
Nurses/Personal Care	77	23,057	23,760	-3.0	30,000	22,000	18,000
Other Health Related	145	28,144	28,392	-0.9	41,000	26,500	17,500
Paralegal	2	20,460	N/A	N/A	*	*	*
Performing Arts (Entertainment)	3	15,000	N/A	N/A	*	*	*
Research (Nontechnical)	7	23,679	24,228	*	*	*	*
Research (Technical)	10	20,115	25,404	*	*	*	*
Teaching	154	18,214	N/A	N/A	22,400	18,000	13,000
	9,352						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates



Master's Degree Candidates (Inexperienced)

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average
90th Percentile
10th Percentile

$24,876 639
$28,000
$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Accounting	$25,627 2101 $28,500 $22,800	$25,500 4		$24,482 17	$19,352 2	$24,980 9	$16,200 4	$27,333 6	$24,110 12	$24,000 2	$20,400 4	$20,896 13		$21,470 15	$30,000 2		$24,000 2	$23,150 2
Business Administration incl. Management Science	$25,083 25 $30,000 $21,000	$13,450 1		$22,916 13	$27,500 1	$20,300 12	$22,569 13	$25,958 12	$21,146 14	$18,200 4	$18,620 11	$23,446 25 $30,000 $20,000		$19,028 69 $22,000 $16,000	$19,900 2		$18,150 4	$21,500 2
Distribution Management						$28,500 1								$23,900 2				
Economics & Finance (incl. Banking)	$26,168 37 $30,000 $23,000		$16,000 7	$22,820 88 $26,496 $18,000	$23,816 10	$24,378 4	$26,714 7	$25,957 30 $29,000 $23,000	$22,194 36 $28,000 $18,000	$22,479 6	$20,198 5	$21,520 27 $25,000 $18,000		$21,489 36 $26,000 $17,500			$23,000 1	$17,500 1
Hotel / Restaurant Management										$19,710 8	$19,561 51 $21,000 $17,500			$21,176 1				
Human Resources (incl. Labor Relations)							$24,000 1					$18,000 1		$21,458 12	$13,500 2		$22,500 1	$15,600 1
Management Information Systems	$26,932 17			$20,000 1	$20,000 1	$28,417 8	$26,388 17	$29,250 8	$25,200 1		$18,000 1	$25,112 20 $26,000 $24,500		$26,370 5				
Marketing/Marketing Management (incl. Research)	$24,000 5	$16,500 2	$17,000 1	$19,269 13	$21,167 6	$25,071 7	$23,340 9	$17,000 1	$19,709 11	$20,000 6	$23,025 8	$19,535 23 $22,000 $14,000		$21,459 151 $26,000 $18,000	$21,844 6		$23,223 6	$35,000 1
Real Estate																		$18,000 1
Advertising		$18,000 1	$21,794 2			$17,000 1								$18,200 4				
Communications		$17,500 2		$10,740 1	$37,000 1	$14,250 4			$18,125 2	$19,000 2	$18,508 5	$19,900 1		$20,002 11	$23,508 1	$34,000 1		$13,900 1
Journalism		$15,900 1		$14,000 1		$16,946 7			$19,000 1			$17,928 1		$19,028 5		$20,000 1	$15,387 3	
Telecommunications Broadcasting						$14,243 7								$23,000 1				
Elementary Education							$20,000 1							$20,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement/ Recreation/ Fast Food	Hospitality - Hotels, Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Human Ecology								$14,000 1	$18,300 1					$20,000 1				
Textiles & Clothing														$17,663 15				
Merchandising Management								$30,000 1						$19,167 6				
Foreign Languages						$20,000 2												
Letters				$17,500 2		$15,000 3	$21,750 2	$23,150 2	$19,000 1					$19,970 6	$31,000 1		$12,800 2	
Visual & Performing Arts		$10,224 1	$13,520 1	$16,800 1		$14,460 2		$10,000 1		$13,000 1								$15,360 1
Humanities-Other	$23,000 1			$14,500 2		$18,000 2			$22,000 1		$20,316 2	$22,680 1	$27,000 1	$20,834 6	$18,000 1			
Criminal Justice								$22,500 1	$35,000 1			$21,000 2	$13,920 1	$14,792 2		$19,252 2		
History			$12,500 1											$19,833 3		$12,000 1		
Political Science / Government				$24,000 1							$16,000 1	$15,000 1		$20,320 5				
Psychology						$16,500 1		$26,000 2		$20,000 1	$14,300 2	$20,500 2		$17,309 11			$12,000 1	
Sociology				$16,933 3									$14,000 1	$18,000 1				
Social Sciences-Other				$19,800 1			$20,016 1	$26,000 1		$16,800 1				$18,224 8				
Aerospace & Aeronautical Engineering								$34,500 1				$31,000 1						
Agricultural Engineering			$15,360 1															
Architectural Engineering			$21,039 4					$25,000 1										
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$34,500 1	$32,216 12						$28,000 1				
Civil Engineering			$22,340 8			$30,120 1		$26,035 47 $29,000 $24,000								$24,400 2		
Computer Engineering	$31,000 1					$32,500 1	$28,260 4	$29,750 6						$22,000 1				

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Electrical Engineering	$27,833 3					$30,343 18	$30,905 11	$29,890 60 $32,000 $27,000				$31,000 1						
Industrial Engineering	$29,705 18			$30,000 1		$30,000 1	$27,400 2	$29,252 19				$25,000 1						
Mechanical Engineering	$27,250 2		$26,439 5		$27,996 1	$32,167 3	$30,000 2	$29,398 42 $31,000 $27,000	$33,400 1			$27,864 2		$28,980 1				
Metallurgical Engineering																		
Mining Engineering								$21,456 4										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology			$30,000 1			$30,999 3	$29,583 3	$29,959 5				$21,500 2						
Industrial Technology								$27,000 1										
Agribusiness				$18,500 3	$18,480 1			$18,500 1				$18,500 1						
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences										$13,000 1								
Computer Science	$26,875 8			$23,000 1	$28,000 2	$28,596 10	$26,330 46 $31,500 $20,000	$28,251 17	$25,679 5	$16,000 2		$22,597 11		$24,077 6				
Computer Programming	$24,000 1					$28,500 1	$26,193 6	$25,500 1				$24,000 1		$19,760 1				
Information Sciences & Systems	$26,467 9					$30,750 2	$24,905 15	$26,833 3	$23,000 1			$26,880 4		$27,584 5			$30,000 1	
Systems Analysis							$30,500 2							$27,100 1				
Allied Health				$27,000 1														

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Health Sciences																		
Nursing															$15,000 1			
Pharmacy														$40,932 37 $41,000 $41,000				
Actuarial								$30,000 1	$28,000 1			$31,076 4						
Architectural & Environmental Design			$23,662 9															
Biological														$12,000 1				
Chemistry							$31,896 1											
Geological								$24,580 2										
Mathematics (incl. Statistics)	$25,300 5				$30,000 1	$27,500 1	$24,460 5	$28,080 1				$20,605 8					$18,500 1	
Physics							$32,011 1							$22,000 1				
Other Physical & Earth Sciences							$21,600 3											

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,635 2186 $28,500 $22,800	$18,965 12	$17,101 6	$22,173 144 $26,496 $17,000	$23,256 21 $29,500 $19,000	$20,800 70 $28,020 $13,200	$23,992 55 $28,080 $18,000	$25,848 66 $30,000 $22,000	$21,325 81 $26,500 $17,000	$20,037 31 $23,000 $16,800	$19,611 90 $22,000 $17,500	$21,939 117 $25,860 $17,928	$18,307 3	$20,498 377 $26,000 $17,000	$22,025 15	$20,901 5	$19,460 20 $24,000 $12,000	$20,426 10
Technical Curricula	$27,817 47 $31,000 $25,000		$23,335 28 $30,000 $18,000	$22,583 6	$26,495 5	$30,042 41 $32,900 $27,500	$26,911 102 $32,000 $21,600	$28,602 224 $32,000 $24,600	$26,589 8	$15,000 3		$24,263 36 $31,000 $19,000		$35,577 95 $41,000 $23,000	$15,000 1	$24,400 2	$24,250 2	

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$29,991 33 $31,500 $27,500			$32,825 16	$30,000 1	$30,960 1	$36,800 1	$37,100 10	$39,333 3	$45,000 1	$28,000 2						$33,000 1	$45,000 1
MBA - Technical Undergraduate Degree	$27,555 11			$43,000 2	$50,250 4	$30,000 1	$38,000 1	$53,750 4	$60,000 1									

MORE EMPLOYER CATEGORIES ON NEXT PAGE

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership Religious Organizations	Museums & Cultural Organizations	Social Services Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$27,500 1	$19,767 6	$23,562 10	$23,957 7	$14,700 2	$20,703 32 $24,600 $18,000	$19,180 50 $22,800 $15,000	$21,093 3	$22,590 5	$19,219 3		$20,185 1	$34,000 1	$23,250 8	$24,571 7	$24,880 10	$25,307 3	$25,574 27 $27,500 $24,000
Business Administration incl. Management Science	$22,833 3	$23,836 11	$24,889 9	$19,156 19	$24,000 4	$20,548 32 $21,600 $16,800	$24,273 9	$24,732 6	$21,400 5	$20,050 2		$16,586 6	$15,667 3	$23,929 7	$21,667 6	$25,573 12	$27,233 6	$26,069 9
Distribution Management		$20,797 6		$16,000 1		$19,723 3	$19,776 1								$16,800 1	$30,000 1	$26,400 1	$25,892 10
Economics & Finance (incl. Banking)		$23,001 6	$24,350 4	$24,857 7	$23,600 2	$18,177 12	$15,000 1	$22,000 1	$28,000 1					$23,681 17	$23,000 1	$26,109 7	$23,800 5	$26,996 14
Hotel / Restaurant Management				$21,067 3		$18,000 1		$19,000 1						$28,000 1				
Human Resources (incl. Labor Relations)		$25,500 1		$18,000 1										$21,782 2		$24,180 1	$22,000 1	
Management Information Systems		$22,000 1	$26,801 3	$27,340 2	$23,000 1	$21,575 4								$25,027 8	$25,750 2	$28,000 1	$26,400 2	$29,183 8
Marketing / Marketing Management (incl. Research)	$20,176 5	$22,938 8	$23,729 12	$20,700 15	$19,137 2	$17,240 7		$21,000 1	$21,607 6	$21,000 1					$20,750 2	$25,069 13	$26,725 8	$25,882 32 $30,000 $23,400
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising																		
Communications		$18,000 1	$19,000 1	$18,667 3	$19,133 3	$15,100 3			$19,200 1		$12,500 1	$23,500 1	$15,000 2		$17,000 1	$24,180 1	$20,500 2	$20,750 2
Journalism			$30,000 1		$18,000 1		$30,000 1		$24,500 1	$12,000 1		$21,000 1						
Telecommunications / Broadcasting					$12,275 1													
Elementary Education					$17,755 77 $21,000 $13,080					$12,725 3			$12,000 1					
Pre-Elementary Education					$12,653 3					$14,400 1								
Physical Education				$15,000 1	$16,728 6								$18,700 1					
Special Education					$20,033 21 $24,500 $17,000							$18,000 2	$16,200 1					

Curriculum Continued

Curriculum	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,850 2		$17,833 3	$15,000 1										
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$21,120 1	$17,933 3												
Letters				$17,100 1	$19,167 6		$19,226 4	$20,250 2					$19,800 1			$22,562 2		
Visual & Performing Arts				$16,068 2	$14,988 4		$15,000 1		$17,000 1								$17,000 1	
Humanities-Other				$19,575 1	$17,500 2	$15,000 1	$23,000 4			$18,000 1			$13,000 1			$42,000 2		$29,000 1
Criminal Justice					$19,246 2	$16,983 3	$23,500 3					$10,000 1						
History					$19,973 3	$19,325 4												
Political Science / Government		$21,000 2			$18,600 1	$18,243 7	$14,650 4							$25,200 1				
Psychology	$24,996 1				$16,900 5	$18,777 4	$18,433 7	$24,000 1	$15,000 2			$13,075 4	$18,000 1			$24,180 1		$20,890 1
Sociology				$18,500 1				$20,000 1	$19,000 1			$18,658 7						$25,000 1
Social Sciences-Other					$16,174 5	$20,762 5	$15,924 2					$16,393 3						
Aerospace & Aeronautical Engineering						$26,016 11								$29,435 96 $31,596 $27,500		$29,850 2	$27,000 1	
Agricultural Engineering							$19,000 1								$25,000 1	$30,288 2	$21,600 1	
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering	$25,000 1					$24,300 1								$30,160 1				
Chemical Engineering	$27,750 2			$32,700 1		$23,516 9			$32,010 2					$30,550 2		$30,939 7	$30,260 5	$33,136 316 $35,000 $31,800
Civil Engineering	$30,000 1	$23,774 33 $25,032 $22,880	$27,873 8	$29,605 10		$23,370 23 $25,343 $19,656	$25,243 119 $28,000 $22,880							$27,816 1	$28,000 1	$27,533 6	$27,259 48 $30,000 $24,000	$31,155 4
Computer Engineering	$32,604 1		$30,333 3			$26,635 3	$26,608 2	$24,000 1					$25,246 2	$29,761 15		$31,533 3		$31,580 2

Curriculum Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$30,339 6		$30,167 58 $31,608 $28,800	$30,971 7		$24,510 70 $29,199 $19,654	$29,004 8	$30,000 1						$30,338 158 $32,760 $28,560	$25,533 3	$30,615 75 $33,000 $28,500	$29,986 8	$32,613 39 $34,000 $30,600
Industrial Engineering	$30,200 3	$31,233 3	$26,500 2	$31,200 1		$26,809 6	$21,372 1							$29,729 20 $31,500 $27,900		$29,312 24 $31,500 $27,000	$29,814 7	$30,586 12
Mechanical Engineering	$30,728 5	$27,733 3	$30,119 38 $32,500 $28,200	$29,440 5		$24,878 33 $29,700 $20,500	$25,036 6		$33,867 3					$29,323 139 $31,800 $27,400	$29,060 5	$30,553 202 $32,600 $28,440	$29,828 25 $32,500 $26,400	$32,123 114 $34,008 $30,180
Metallurgical Engineering	$13,872 1	$27,900 1				$23,826 1								$32,201 7		$31,195 16	$30,000 1	$30,000 1
Mining Engineering							$18,768 1								$30,000 1			
Nuclear Engineering			$31,550 2															$32,400 1
Petroleum Engineering						$28,500 4											$24,000 1	
Textile Engineering																		
Engineering Technology	$26,775 2	$25,816 4	$21,678 4				$21,320 1							$28,099 28 $31,716 $24,000		$29,270 37 $32,400 $24,966	$27,675 8	$31,260 3
Industrial Technology		$26,950 2				$20,208 1								$28,455 6		$26,950 2	$23,498 2	$28,970 2
Agribusiness															$21,798 12	$29,700 1		
Animal Sciences						$15,000 1									$18,750 2			
Plant Sciences						$17,140 2									$18,000 3			
Natural Resources																		$22,800 1
Other Agricultural Sciences							$16,000 1				$20,000 1				$22,180 12			
Computer Science	$26,311 7	$25,803 5	$26,489 13	$25,346 7	$24,333 3	$19,524 6	$28,748 5	$35,000 2	$14,290 2					$29,016 44 $33,332 $26,780	$27,306 2	$28,478 8	$24,953 3	$29,788 8
Computer Programming			$28,100 1		$23,618 2	$17,878 1		$38,299 2	$22,508 1					$30,000 1				
Information Sciences & Systems	$21,000 1	$19,000 3	$25,700 2	$24,500 1	$21,000 1	$19,872 1	$19,384 3		$25,750 2					$24,960 2		$27,467 3	$29,100 1	$28,574 11
Systems Analysis			$26,496 1															
Allied Health				$20,000 1			$15,600 1	$24,353 32 $28,000 $19,580	$23,544 9									

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services & Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences						$18,000 2		$21,908 3	$18,850 16			$12,000 1	$15,000 1					
Nursing						$19,500 2		$23,714 62 $29,023 $19,000	$20,169 13							$35,000 1		$23,500 1
Pharmacy								$30,037 23 $34,600 $24,900	$27,500 2									$32,535 3
Actuarial																		
Architectural & Environmental Design							$27,560 1							$23,400 1			$25,800 3	
Biological	$15,420 1				$15,850 2	$18,646 1	$18,804 2	$24,000 3	$20,000 1				$26,500 1					
Chemistry	$24,699 3				$16,000 2			$22,000 1	$12,000 1				$20,000 1					$30,175 31 $33,000 $26,000
Geological		$15,000 1															$24,000 1	
Mathematics (incl. Statistics)		$26,400 1			$18,587 7	$17,389 4								$31,460 4				$29,700 3
Physics	$28,800 1							$16,000 1										
Other Physical & Earth Sciences					$15,641 3													$26,053 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,188 10	$22,223 43 $27,000 $17,000	$24,279 40 $29,000 $18,000	$20,724 64 $25,100 $16,000	$18,182 153 $22,500 $13,000	$19,590 122 $23,500 $15,738	$19,831 91 $25,530 $15,000	$21,951 17	$21,186 23 $25,000 $16,500	$18,778 12	$12,500 1	$17,011 26 $21,378 $13,000	$17,392 12	$23,933 44 $27,000 $20,000	$22,500 20 $26,000 $17,000	$25,961 51 $31,500 $21,000	$25,664 31 $32,000 $18,000	$26,086 105 $29,000 $22,500
Technical Curricula	$27,837 35 $31,200 $24,000	$24,443 56 $29,520 $21,000	$29,284 132 $32,000 $25,200	$28,663 33 $31,500 $24,600	$19,088 20 $25,000 $14,000	$23,970 182 $29,700 $19,635	$24,861 154 $29,000 $21,320	$25,012 131 $31,387 $19,000	$21,735 52 $30,000 $17,000		$20,000 1	$12,000 1	$22,398 5	$29,604 523 $32,220 $27,492	$23,303 42 $30,000 $16,300	$30,280 389 $32,700 $27,504	$28,064 116 $31,500 $24,000	$32,383 555 $34,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree		$33,600 1			$20,800 1	$22,500 2	$24,000 1		$27,000 1					$32,000 1	$37,200 1	$33,540 5		$42,417 6
MBA - Technical Undergraduate Degree				$39,500 2										$34,200 1		$31,600 3		$35,800 3

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS													
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$26,277 15	$24,671 18	$25,047 15	$22,498 2	$24,487 6	$21,108 2	$24,000 2	$26,000 10	$25,142 79 $27,500 $23,400	$30,000 1		$26,660 5			$32,060 2
Business Administration incl Management Science	$25,496 18	$22,499 7	$25,420 13	$24,668 8	$25,480 5		$24,400 5	$22,125 4	$25,379 19	$16,800 1	$22,668 1	$26,506 1	$25,000 1	$23,968 8	$21,840 5
Distribution Management	$24,867 6	$26,400 1	$27,433 3					$27,000 1						$28,000 1	
Economics & Finance (incl Banking)	$26,934 13	$25,893 14	$27,757 7	$24,996 1	$25,853 8		$25,000 1	$27,600 1	$25,577 41 $27,000 $24,000	$27,000 1		$23,000 1	$23,800 3		$26,450 2
Hotel / Restaurant Management															
Human Resources (incl Labor Relations)	$23,333 3	$20,100 2	$27,600 1		$30,800 1			$28,000 1	$22,200 1						
Management Information Systems	$30,510 12	$30,150 4	$29,086 10	$31,500 3	$21,500 2		$25,000 3	$26,268 9	$28,179 20 $30,000 $27,000	$29,820 2					$27,600 1
Marketing / Marketing Management (incl Research)	$22,315 13	$22,661 27 $25,000 $20,000	$23,183 22 $25,300 $20,004	$24,012 4	$22,900 7		$22,000 2	$23,520 5	$25,007 14	$20,086 14	$20,500 2	$27,300 2		$19,667 3	$27,500 3
Real Estate															
Advertising	$19,500 1	$21,600 1													
Communications	$24,000 1	$20,700 2	$24,499 6	$24,533 3				$20,000 1					$24,000 1		
Journalism				$23,500 1					$16,000 2					$17,680 1	
Telecommunications / Broadcasting															
Elementary Education															
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology														$16,333 3	
Textiles & Clothing		$20,000 1	$28,000 1											$17,858 9	
Merchandising Management															
Foreign Languages	$17,150 2		$30,600 1							$18,000 1					
Letters															
Visual & Performing Arts			$29,000 1		$19,000 1										
Humanities-Other													$32,760 1		
Criminal Justice															
History								$24,000 1							
Political Science/ Government										$19,200 1					
Psychology							$26,000 1				$18,000 1			$23,064 1	
Sociology	$32,000 1								$24,000 1						
Social Sciences-Other		$33,500 1													
Aerospace & Aeronautical Engineering		$31,000 2													$32,300 1
Agricultural Engineering			$23,760 2												
Architectural Engineering															
Bioengineering & Biomedical Engineering		$26,126 3													
Chemical Engineering	$31,672 2	$30,672 10	$30,568 9	$32,400 2	$28,770 2	$27,000 1	$32,500 1	$33,221 14	$33,475 131 $34,800 $31,800		$32,380 3		$28,008 1	$33,000 1	$33,582 6
Civil Engineering	$21,999 2	$21,650 4		$31,200 1	$25,985 7	$29,750 2		$21,600 1	$31,661 26 $33,804 $29,640		$28,000 2		$26,000 4		
Computer Engineering	$30,334 21 $32,000 $26,800	$31,087 16			$31,650 2			$29,333 3	$27,900 3			$30,000 1			

MANUFACTURING EMPLOYERS

Curriculum Continuum	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments incl Medical	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,062 89 $32,760 $29,004	$30,815 216 $33,000 $27,500	$31,348 12	$32,900 3	$30,552 26 $32,100 $29,100	$29,500 1		$31,650 14	$33,280 25 $34,500 $31,992	$31,750 2	$31,950 2	$29,428 18	$30,900 4	$32,775 4	$32,133 9
Industrial Engineering	$28,432 8	$28,937 17	$29,896 18	$30,733 3	$29,776 5		$32,400 1	$29,960 5	$30,440 7			$29,278 9	$29,940 5	$24,952 5	$30,600 2
Mechanical Engineering	$30,148 16	$29,993 89 $31,920 $27,500	$30,376 29 $32,000 $28,800	$30,327 9	$30,085 58 $31,680 $28,200	$31,000 1	$32,033 3	$32,169 26 $33,996 $30,600	$31,931 100 $35,004 $28,620	$31,300 2	$31,197 12	$28,346 10	$30,001 7	$32,008 12	$30,532 16
Metallurgical Engineering		$33,000 1			$28,600 15	$27,300 2			$29,400 1				$29,333 3		
Mining Engineering						$29,280 3									
Nuclear Engineering		$31,100 2													
Petroleum Engineering									$32,605 57 $38,100 $25,200						
Textile Engineering														$27,333 3	
Engineering Technology	$28,957 10	$28,146 13	$32,400 1	$32,100 1	$27,730 10		$29,760 1	$33,000 1	$25,616 7		$21,900 2	$23,960 5	$30,920 5	$27,400 2	$27,000 1
Industrial Technology	$23,000 1	$26,000 3	$28,080 1					$25,000 1		$15,000 1		$23,498 2			
Agribusiness			$23,300 4	$31,200 1					$26,000 1						
Animal Sciences			$19,725 4												
Plant Sciences															
Natural Resources															
Other Agricultural Sciences			$19,833 3												
Computer Science	$29,935 70 $33,125 $25,200	$28,940 45 $31,920 $26,400	$24,500 1		$26,355 4		$30,000 1	$27,895 3	$29,474 23 $31,200 $27,900	$28,000 1	$26,196 1	$29,400 2		$31,000 2	$28,750 2
Computer Programming		$29,220 1							$29,899 4	$18,460 1				$31,000 1	
Information Sciences & Systems	$29,523 9	$25,800 4			$27,400 2				$28,315 4	$28,000 1			$25,000 1		$27,809 2
Systems Analysis	$30,000 2								$24,000 1				$30,000 1		
Allied Health															

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological			$18,720 1									$20,000 1			
Chemistry		$32,548 4	$32,325 4		$32,500 1				$32,183 6		$30,180 2				
Geological						$27,000 1									
Mathematics (incl Statistics)	$27,734 10	$30,269 6							$30,000 1			$27,000 1			$30,096 1
Physics	$31,200 1		$32,000 1						$27,240 1						
Other Physical & Earth Sciences		$27,040 1			$32,280 1										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,746 85 $32,000 $20,000	$24,248 79 $28,000 $19,800	$25,573 80 $29,500 $20,900	$25,226 22 $27,996 $22,500	$24,475 30 $29,500 $21,500	$21,108 2	$24,286 14	$25,125 33 $27,000 $20,000	$25,474 177 $28,000 $23,400	$21,516 21 $27,000 $18,000	$20,417 4	$26,423 9	$25,527 6	$20,354 26 $25,300 $17,000	$25,871 13
Technical Curricula	$30,128 241 $32,700 $26,700	$30,117 437 $33,000 $26,500	$29,049 90 $32,400 $20,600	$31,157 20 $33,000 $27,840	$29,490 133 $31,680 $26,400	$28,767 11	$31,537 7	$31,555 68 $33,800 $29,000	$32,190 398 $35,300 $27,600	$26,945 8	$30,073 24 $33,300 $27,060	$28,148 49 $32,000 $22,800	$29,449 31 $31,800 $26,000	$30,092 30 $34,300 $27,000	$31,192 42 $33,996 $28,500

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$34,057 7	$36,460 5	$30,600 2	$42,250 4	$25,800 2		$31,920 1	$33,100 2	$30,933 9		$22,000 1	$40,040 1	$36,000 1	$34,000 1	
MBA - Technical Undergraduate Degree	$45,000 1			$44,400 1	$29,400 1				$35,800 3			$45,000 1			

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average $24,876 639 Number of Offers
90th Percentile $28,000
10th Percentile $21,600

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial Treasury Analysis	Portfolio Management Brokerage	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design (Graphic Arts)	Media Planning
Accounting	$25,509 2119 $28,020 $22,500	$24,067 323 $27,500 $19,500	$29,550 2	$16,600 2		$24,504 1			$23,194 14	$22,000 1	$18,500 1		$26,000 1		$20,000 1	$26,400 6		
Business Administration (incl. Management Science)	$22,150 14	$21,426 21 $27,000 $15,000	$22,201 8	$28,000 3	$22,500 1		$18,000 2		$24,955 14	$23,875 4	$22,052 12		$22,744 16	$24,171 17	$21,652 7	$21,763 82 $27,300 $16,000		$19,000 1
Distribution Management		$19,776 1											$25,590 15	$19,875 1	$29,500 1			
Economics & Finance (incl. Banking)	$25,212 27 $27,000 $22,000	$24,909 57 $27,000 $22,500	$22,006 24 $25,000 $18,000	$22,739 31 $29,000 $18,000	$26,475 8	$26,750 2	$16,350 2	$20,167 3	$25,254 110 $29,196 $21,000	$21,899 8	$20,412 9		$25,350 6	$22,709 22 $26,000 $19,000	$22,500 1	$21,913 25 $29,400 $15,996		
Hotel / Restaurant Management																$20,225 3		
Human Resources (incl. Labor Relations)													$19,500 1	$21,900 3	$18,000 1	$18,795 4		
Management Information Systems		$24,622 1											$35,750 1				$29,400 1	
Marketing, Marketing Management (incl. Research)	$21,863 2	$30,000 1	$20,027 11	$17,400 2	$19,000 2			$21,002 2	$24,239 5		$20,000 1	$19,300 5	$22,994 34 $27,500 $18,000	$22,534 61 $26,000 $19,000	$21,794 13	$22,715 215 $28,200 $17,000		
Real Estate																$18,000 1		
Advertising												$16,800 1		$18,700 1		$20,100 3	$24,387 1	$17,500 2
Communications		$18,600 2							$14,250 1			$19,250 2	$37,000 1	$22,000 2	$20,590 2	$21,230 25 $27,200 $17,000		$29,400 1
Journalism											$17,928 1	$14,950 2		$26,000 1		$20,920 4		
Telecommunications Broadcasting														$23,000 1			$15,000 1	$12,275 1
Elementary Education									$12,000 1									
Pre-Elementary Education																		
Physical Education													$15,000 1			$36,000 1		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Human Ecology				$18,300 1												$15,500 2		
Textiles & Clothing													$15,860 2	$18,559 17		$28,000 1		
Merchandising Management														$19,500 2				
Foreign Languages												$20,000 2				$17,433 3		
Letters		$20,700 1											$19,000 1	$22,000 1		$20,107 3		
Visual & Performing Arts				$16,800 1								$10,224 1		$29,000 1			$13,260 2	
Humanities-Other		$10,800 1	$18,200 1											$21,401 5		$23,516 2		$17,144 4
Criminal Justice											$21,000 2		$35,000 1					
History																$13,640 3		
Political Science - Government			$24,000 1								$15,000 1		$19,200 1			$22,800 2		
Psychology											$21,000 1		$19,000 2	$19,380 5		$16,507 9		
Sociology				$14,400 2												$21,500 2		
Social Sciences-Other		$19,800 1														$12,000 1		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,126 3		
Chemical Engineering						$34,200 1							$33,600 1			$30,555 8		
Civil Engineering															$27,000 1	$29,333 3	$25,420 5	
Computer Engineering														$22,000 1	$30,600 1	$32,022 2	$28,000 1	

Curriculum : Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Electrical Engineering														$22,000 1	$30,000 1	$29,035 15		
Industrial Engineering													$30,258 2			$29,483 11		
Mechanical Engineering						$27,996 1							$29,750 2	$29,100 1	$32,876 4	$30,121 19	$32,300 2	
Metallurgical Engineering																$32,364 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1																
Textile Engineering																		
Engineering Technology													$29,000 1			$24,556 9		
Industrial Technology																$15,000 1		
Agribusiness			$18,000 1	$18,500 1							$18,480 1			$19,000 1	$16,300 1	$21,825 6		
Animal Sciences																$18,000 1		
Plant Sciences																$18,000 2		
Natural Resources																$22,800 1		
Other Agricultural Sciences														$24,000 1				
Computer Science								$35,000 1	$24,000 2							$31,800 1		$33,800 1
Computer Programming																		
Information Sciences & Systems	$28,000 1	$23,000 1																$31,500 1
Systems Analysis																		
Allied Health																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Health Sciences																		
Nursing																$23,500 1		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological															$15,420 1	$12,000 1		
Chemistry															$25,920 1	$28,593 6		
Geological																		
Mathematics (incl. Statistics)	$15,000 1	$16,900 2			$30,000 1				$23,000 1		$22,300 1							
Physics																$31,200 1		
Other Physical & Earth Sciences																$18,000 1		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,480 $28,000 $22,500	2162	$23,977 $27,500 $19,200	409	$21,858 $25,500 $17,000	47	$21,924 $26,000 $16,800	42	$24,755	11	$26,001	3	$17,175	4	$20,501	5	$24,824 $28,500 $19,200	145	$22,515	13	$20,813 $24,000 $17,928	28
Technical Curricula	$21,500	2	$23,725	4	$18,000	1	$18,500	1	$30,000	1	$31,098	2			$35,000	1	$23,667	3			$20,390	2

Nontechnical Curricula	$17,840	13	$23,612 $29,000 $18,000	83	$22,084 $26,000 $18,500	140	$21,772 $24,180 $18,500	26	$22,080 $28,000 $16,500	397	$19,061	5	$18,250	9								
Technical Curricula			$30,436	6	$23,220	5	$27,674	10	$27,647 $31,800 $19,578	93	$26,118	9	$32,650	2								

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design Construct	Environmental Sanitation
Accounting						$19,855 14	$20,000 1	$18,175 4		$40,818 1		$34,800 1						
Business Administration incl. Management Science		$21,620 5	$20,000 4		$18,560 6	$18,000 1	$15,000 1		$21,418 13			$24,326 22 $33,000 $17,500	$21,000 1				$27,575 4	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$20,000 1		$19,008 1	$23,432 5	$18,720 1		$17,130 4									$25,000 1
Hotel Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)			$25,500 1															
Management Information Systems									$22,400 2									
Marketing / Marketing Management (incl. Research)		$17,000 1	$27,000 2	$13,273 1		$30,000 1	$21,000 1		$17,436 2			$23,000 4					$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising																		
Communications		$15,000 1	$16,250 10	$24,000 1	$15,000 1			$34,000 1	$19,700 1	$10,000 1		$15,000 1	$14,000 1	$23,500 1				
Journalism	$20,000 1		$19,157 7	$15,878 10				$25,000 2										
Telecommunications / Broadcasting	$16,000 1	$13,925 4	$13,000 1															
Elementary Education													$12,000 1					
Pre-Elementary Education																		
Physical Education												$18,700 1						
Special Education													$17,000 1					

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Human Ecology												$20,200 1	$15,000 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages									$15,600 1	$18,700 1								
Letters			$14,833 3	$17,583 6				$18,000 1				$20,335 3						
Visual & Performing Arts			$17,568 2	$10,920 1														
Humanities-Other					$15,000 1			$24,000 1				$52,000 1			$24,000 2			
Criminal Justice							$17,248 1	$19,571 11							$14,000 2			
History				$15,000 1					$20,767 3			$19,800 1						
Political Science / Government					$19,463 1			$18,800 2	$21,500 2	$15,118 2		$25,200 1						
Psychology									$18,828 2			$18,000 1	$15,826 6		$18,659 3			
Sociology			$24,000 1									$20,263 3	$15,700 2		$18,640 3			
Social Sciences-Other			$16,992 1		$16,020 1				$20,750 4				$14,800 1		$16,735 3			
Aerospace & Aeronautical Engineering									$22,567 3	$34,800 1							$29,094 28 $30,940 $27,040	
Agricultural Engineering																		
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering																$24,300 1		
Chemical Engineering									$26,500 2							$32,946 10	$32,018 25 $33,780 $30,600	$32,300 13
Civil Engineering			$21,999 2						$25,000 1		$25,814 8						$25,819 245 $30,000 $22,880	$26,670 33 $31,512 $23,366
Computer Engineering												$30,000 1						

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Electrical Engineering		$30,800 2			$23,666 1				$23,901 7	$24,827 2							$30,007 151 $32,700 $27,000	$30,000 1
Industrial Engineering													$26,000 1			$30,540 1	$27,055 7	$26,502 2
Mechanical Engineering		$32,000 1							$26,000 1				$30,000 1			$29,502 2	$29,731 151 $33,000 $26,400	$29,512 5
Metallurgical Engineering										$30,600 1		$24,000 1					$29,215 7	
Mining Engineering																	$24,384 2	$21,983 3
Nuclear Engineering																		
Petroleum Engineering									$27,000 2								$29,400 5	
Textile Engineering																		
Engineering Technology			$26,467 3														$27,418 30 $31,200 $22,000	
Industrial Technology									$20,208 1								$28,740 1	
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science		$29,655 1				$27,500 1			$18,834 2			$19,780 2					$27,590 4	$33,000 1
Computer Programming																	$30,400 1	
Information Sciences & Systems									$19,872 1									
Systems Analysis																		
Allied Health												$30,000 1	$15,600 1					

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences															$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																	$25,800 3	
Biological												$30,000 1				$21,000 1		
Chemistry																	$33,600 3	
Geological											$15,000 1							$24,387 3
Mathematics (incl. Statistics)				$18,500 1														
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$18,000 2	$17,800 11	$18,477 33 $25,000 $13,500	$16,374 20 $21,000 $11,160	$17,805 11	$21,101 21 $23,000 $18,000	$18,394 5	$20,526 22 $24,000 $16,851	$20,159 36 $23,000 $15,996	$19,951 5	$21,000 1	$23,760 43 $33,000 $17,000	$15,725 14	$23,500 1	$18,316 13		$28,471 7	$25,000 1
Technical Curricula		$30,814 4	$24,680 5	$18,500 1	$23,866 1	$27,500 1			$23,538 20 $28,500 $19,654	$28,764 4	$24,612 9	$25,593 6	$23,867 3		$22,000 1	$30,954 15	$28,236 664 $32,976 $23,004	$27,913 61 $32,940 $22,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Accounting		$26,500 2				$23,000 1				$18,800 2	$28,467 3	$24,000 2				$27,273 11	$30,000 2	$23,083 12
Business Administration incl. Management Science	$23,575 4			$25,750 2			$36,100 2			$23,705 4	$25,097 7	$23,462 6	$27,842 3			$26,822 18	$23,765 22 $27,000 $19,430	$20,672 122 $27,000 $15,900
Distribution Management	$28,400 2																	$22,858 18
Economics & Finance (incl. Banking)	$25,800 1	$25,008 2								$25,000 1	$25,525 8	$31,633 3				$26,412 35 $29,500 $24,000	$20,000 1	$21,708 59 $26,500 $18,000
Hotel / Restaurant Management																		$19,583 60 $22,000 $17,500
Human Resources (incl. Labor Relations)	$30,800 1																$24,419 14	$22,763 8
Management Information Systems	$26,400 1	$24,980 2		$25,992 1		$28,200 1		$31,200 1		$27,423 52 $30,240 $24,700	$26,337 56 $29,100 $24,500	$27,536 28 $32,100 $24,000				$27,750 19	$23,000 1	$27,648 10
Marketing / Marketing Management (incl. Research)										$27,000 3			$23,000 1			$24,400 4	$17,909 6	$21,151 102 $25,200 $18,000
Real Estate																		$15,000 1
Advertising																		$18,650 2
Communications																	$23,000 1	$18,136 10
Journalism																		$17,500 2
Telecommunications / Broadcasting																		
Elementary Education												$20,000 1				$20,000 1		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology														$18,500 1		$14,500 2	$17,500 1	$19,000 2
Textiles & Clothing																		$16,407 6
Merchandising Management																$30,000 1		$19,000 4
Foreign Languages											$19,500 1							$30,600 1
Letters											$25,000 1					$22,500 2	$25,500 2	$18,525 5
Visual & Performing Arts															$17,000 1			$14,840 4
Humanities Other										$32,760 1						$23,000 1		$21,160 8
Criminal Justice																		
History																		$18,000 4
Political Science/ Government										$23,000 1							$15,000 1	$18,857 7
Psychology										$24,000 1						$21,000 4	$18,849 4	$19,269 6
Sociology																$17,000 2		$22,000 1
Social Sciences-Other																$22,275 3	$28,000 2	$19,086 7
Aerospace & Aeronautical Engineering	$29,115 36 $31,000 $27,500	$31,000 1			$30,000 1	$29,616 20 $31,700 $25,500	$29,047 15	$30,613 3	$29,361 5				$31,000 1			$34,500 1		
Agricultural Engineering	$26,794 4					$28,020 1		$19,500 1						$19,000 1				
Architectural Engineering															$21,039 4	$25,000 1		
Bioengineering & Biomedical Engineering				$30,160 1		$25,000 1												
Chemical Engineering	$32,645 92 $34,700 $30,600	$34,050 2	$28,500 1	$28,000 1		$32,875 50 $35,230 $30,720	$33,463 7	$33,189 267 $34,900 $31,500	$32,300 34 $33,240 $31,140							$32,130 3		$32,160 3
Civil Engineering	$27,285 20 $32,200 $24,120	$24,342 1				$26,628 3	$27,167 3	$29,937 7	$27,423 13					$21,363 2	$24,000 1	$26,502 9	$19,200 2	$26,950 2
Computer Engineering	$31,711 11	$30,074 16	$30,060 3	$29,052 15	$29,997 6	$31,111 6		$32,100 1		$28,700 16	$29,375 4	$28,592 5				$32,000 1		$30,800 1

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Electrical Engineering	$30,938 $33,000 $28,800 266	$30,275 $33,000 $25,343 51	$29,828 $32,000 $27,600 72	$30,523 $32,500 $27,600 30	$30,613 $33,000 $28,380 58	$29,754 $33,000 $25,000 52	$29,791 $33,000 $25,000 43	$31,469 $34,400 $28,100 70	$29,179 $33,000 $24,342 69		$30,696 10	$30,938 9				$29,539 $32,000 $27,000 34		$32,033 3
Industrial Engineering	$29,888 $32,400 $27,300 108	$30,767 3			$30,600 2	$28,500 4	$30,100 2	$26,267 16	$28,760 3	$31,000 1	$29,250 2					$29,652 $33,400 $26,000 36		$30,975 4
Mechanical Engineering	$30,439 $33,000 $27,586 448	$29,056 12	$29,732 $31,520 $28,300 31	$29,316 4	$30,313 8	$30,229 $33,000 $27,700 51	$27,970 18	$31,291 $35,004 $27,600 157	$30,292 $32,640 $27,500 68	$25,200 1	$28,000 1		$25,728 1	$29,004 1	$21,050 2	$30,195 $31,500 $28,800 21		$31,462 13
Metallurgical Engineering	$30,107 $31,992 $28,800 30					$29,142 5	$23,410 2	$30,600 3										
Mining Engineering									$28,920 2					$30,000 1		$19,872 1		
Nuclear Engineering			$33,100 1			$31,550 2			$30,750 2									
Petroleum Engineering	$37,339 10					$30,510 2	$21,600 1	$31,741 $36,000 $25,800 41										
Textile Engineering								$27,500 2										$27,000 1
Engineering Technology	$30,048 $33,000 $25,000 54	$29,760 1	$25,200 3		$29,688 8	$26,857 7	$25,022 7	$27,233 8	$28,354 17	$30,050 2		$18,720 1				$30,400 2	$25,200 2	$24,639 5
Industrial Technology	$26,621 13					$21,996 1	$29,940 1	$28,000 1	$26,448 2			$23,000 1				$27,000 1		$26,950 2
Agribusiness											$31,200 1			$23,862 10			$22,000 1	$19,800 2
Animal Sciences														$17,250 2		$19,500 1		$19,800 3
Plant Sciences														$18,500 1		$18,000 1		
Natural Resources																		
Other Agricultural Sciences							$17,750 2							$21,583 14				$13,000 1
Computer Science	$29,472 13	$29,346 10		$29,406 $32,000 $26,000 39	$30,550 2	$31,475 4	$28,800 1	$31,753 3	$30,600 1	$26,825 $31,500 $20,340 175	$28,570 $32,600 $26,000 28	$28,252 $32,345 $25,000 69				$27,818 11		$21,046 6
Computer Programming		$26,718 2		$25,000 1					$29,220 1	$25,887 11						$24,750 2		
Information Sciences & Systems		$24,498 2		$31,662 2			$26,400 1	$30,000 1		$26,784 $31,104 $23,000 43	$25,414 19	$25,629 14				$26,214 7	$30,000 1	
Systems Analysis											$30,000 1	$28,371 7						
Allied Health																		

Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Health Sciences																		
Nursing																		
Pharmacy						$35,004 1												
Actuarial													$30,384 6					
Architectural & Environmental Design															$23,993 11			
Biological							$16,720 1				$26,500 1							
Chemistry	$31,877 9	$33,150 2				$25,349 4	$29,000 1	$32,767 15										$29,985 4
Geological														$27,000 1				
Mathematics (inc. Statistics)		$29,667 3		$28,855 5	$24,660 2			$31,800 4		$28,897 8	$25,600 3	$29,416 5	$22,685 4			$27,167 3		
Physics			$28,800 1			$16,000 1		$29,620 2			$27,000 2							
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,011 9	$25,496 6		$25,831 3		$25,500 2	$36,100 2	$31,200 1		$26,834 65 $30,240 $23,500	$26,114 76 $29,100 $24,000	$26,867 40 $32,100 $21,500	$26,632 4	$18,500 1	$17,000 1	$25,863 103 $30,000 $20,016	$22,299 57 $28,000 $16,000	$20,803 461 $26,500 $17,000
Technical Curricula	$30,574 1115 $33,240 $27,492	$29,911 106 $33,000 $24,456	$29,692 112 $32,100 $27,050	$29,656 98 $32,500 $27,000	$30,312 87 $33,000 $27,600	$30,318 215 $33,960 $25,000	$28,649 105 $33,000 $24,342	$31,964 628 $35,000 $27,600	$29,839 217 $33,280 $24,342	$26,961 265 $31,500 $21,000	$27,948 72 $32,011 $24,000	$28,081 111 $31,900 $24,000	$27,481 12	$22,470 33 $28,800 $16,000	$23,010 18	$28,874 135 $32,000 $25,000	$23,467 6	$27,447 50 $32,600 $20,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$14,400 1
Business Administration incl. Management Science								$24,150 4
Distribution Management								
Economics & Finance (incl. Banking)	$16,500 1							$22,000 1
Hotel / Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems								
Marketing / Marketing Management (incl. Research)	$18,726 1		$21,120 2					
Real Estate								
Advertising								
Communications								$21,700 2
Journalism								
Telecommunications Broadcasting								
Elementary Education								$17,636 79 $21,000 $13,000
Pre-Elementary Education								$13,090 4
Physical Education								$16,728 6
Special Education								$19,821 23 $24,500 $17,000

Curriculum Continued	OTHER FUNCTIONAL AREAS							
	Mathematician Statistician	Nurses Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology								$20,000 1
Textiles & Clothing								
Merchandising Management								
Foreign Languages								$21,120 1
Letters								$19,167 6
Visual & Performing Arts					$15,000 3			$15,650 3
Humanities-Other				$27,000 1				$19,000 2
Criminal Justice				$13,920 1				
History								$17,200 1
Political Science / Government								$19,300 2
Psychology			$14,333 3			$14,750 2		$28,000 1
Sociology			$20,000 1			$32,000 1		
Social Sciences-Other								$14,593 4
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering			$30,996 1					$24,342 2
Civil Engineering								
Computer Engineering								

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering	$31,500 1							
Industrial Engineering			$25,000 1					
Mechanical Engineering			$24,850 2					
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering								
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences								
Plant Sciences		$15,780 1						
Natural Resources								
Other Agricultural Sciences								
Computer Science								
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,004 42 $28,000 $19,500					

Curriculum Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences			$18,561 22 $23,950 $16,000					
Nursing		$23,153 76 $30,000 $18,000	$20,610 3					
Pharmacy			$36,296 64 $41,000 $27,664					
Actuarial								
Architectural & Environmental Design								
Biological			$18,869 3				$18,662 4	$17,700 1
Chemistry			$12,000 1			$26,063 4	$21,083 6	
Geological								
Mathematics (incl. Statistics)	$21,663 9							$19,587 7
Physics								
Other Physical & Earth Sciences								$15,641 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$17,613 2		$17,540 6	$20,460 2	$15,000 3	$20,500 3		$18,167 141 $22,000 $13,000
Technical Curricula	$22,647 10	$23,057 77 $30,000 $18,000	$28,602 139 $41,000 $17,500			$26,063 4	$20,115 10	$18,724 13

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Business							
Accounting	160	$28,801	$27,468	4.9%	$33,000	$28,650	$24,600
MBA-Nontechnical undergraduate							
1 year or less	125	33,068	33,468	-1.2	42,000	31,500	25,000
1 to 2 years	77	38,759	40,632	-4.6	55,000	37,000	25,000
2 to 4 years	83	42,442	41,952	1.2	54,000	44,000	30,000
Over 4 years	73	42,249	43,128	-2.0	55,000	40,000	30,504
MBA-Technical undergraduate degree							
1 year or less	40	37,993	38,388	-1.0	55,000	34,100	28,500
1 to 2 years	22	47,542	43,152	10.2	65,000	46,500	30,000
2 to 4 years	49	50,743	44,028	15.3	65,000	50,000	37,000
Over 4 years	35	49,769	45,456	9.5	65,000	50,000	31,000
MS-Business	16	29,550	31,596	*	*	*	*
Distribution Management	1	30,900	N/A	N/A	*	*	*
Economics & Finance	38	35,279	N/A	N/A	48,000	34,200	24,500
Labor/Industrial Relations (incl. Human Resources)	5	28,300	33,312	*	*	*	*
Management Information Systems	16	30,560	30,972	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	15	31,687	N/A	N/A	*	*	*
Communications							
Advertising	+	+	N/A	N/A			
Communication	1	30,000	N/A	N/A	*	*	*
Journalism	+	+	N/A	N/A			
Education							
Education Administration	5	19,660	N/A	N/A	*	*	*
Elementary Education	3	20,000	N/A	N/A	*	*	*
Physical Education	+	+	N/A	N/A			
Reading Education	+	+	N/A	N/A			
Special Education	6	22,580	N/A	N/A	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	1	23,107	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	2	23,250	N/A	N/A	*	*	*
Visual & Performing Arts	1	23,000	N/A	N/A	*	*	*
Humanities-Other	+	+	N/A	N/A			
Criminal Justice	+	+	N/A	N/A			
History	2	19,863	N/A	N/A	*	*	*
Political Science/Government	1	20,000	N/A	N/A	*	*	*
Psychology	3	18,500	N/A	N/A	*	*	*
Sociology	2	27,000	N/A	N/A	*	*	*
Social Sciences	6	23,473	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	7	32,929	34,452	*	*	*	*
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	2	32,500	41,004	*	*	*	*
Chemical	21	35,626	34,296	3.9	37,200	36,100	33,960
Civil	32	28,851	30,396	-5.1	31,800	28,800	24,000
Computer	15	35,003	N/A	N/A	*	*	*
Electrical	109	35,673	N/A	N/A	40,000	35,000	30,996
Industrial	16	34,925	33,756	*	*	*	*
Mechanical	87	35,209	34,116	3.2	39,000	34,800	31,655
Metallurgical	16	34,421	34,080	*	*	*	*
Mining & Mineral	6	31,257	N/A	N/A	*	*	*
Nuclear	1	37,200	32,856	*	*	*	*
Petroleum	12	39,936	N/A	N/A	*	*	*
Textile	+	+	N/A	N/A			

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Health Sciences							
Allied Health	4	$27,428	N/A	N/A	*	*	*
Health Sciences	7	21,837	N/A	N/A	*	*	*
Nursing	1	25,000	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	1	23,000	N/A	N/A	*	*	*
Architectural & Environment Design	+	+	N/A	N/A			
Biological	3	22,905	21,876	*	*	*	*
Chemistry	11	31,455	31,572	*	*	*	*
Computer Science	57	35,105	34,560	1.6	$39,500	$35,400	$29,400
Geological Sciences	25	30,332	29,808	1.8	36,120	33,600	23,400
Mathematics	12	29,187	29,640	*	*	*	*
Physics	1	32,016	34,728	*	*	*	*
Polymer	4	30,330	N/A	N/A	*	*	*
	1,238						

Doctoral Candidates

Business							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	4	$51,125	$50,712	*	*	*	*
Education							
Education Administration	3	41,700	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	1	20,000	N/A	N/A	*	*	*
Foreign Languages	+	+	N/A	N/A			
Psychology	2	23,500	N/A	N/A	*	*	*
Sociology	+	+	N/A	N/A			
Engineering							
Aerospace	7	50,711	47,304	*	*	*	*
Chemical	24	45,838	45,888	-0.1%	$50,000	$46,996	$41,460
Civil	2	31,200	38,160	*	*	*	*
Computer	2	52,500	N/A	N/A	*	*	*
Electrical	12	45,379	N/A	N/A	*	*	*
Mechanical	3	43,533	45,888	*	*	*	*
Metallurgical	3	47,073	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	+	+	N/A	N/A			
Biological	+	+	30,828				
Chemistry	22	43,013	41,292	4.2	46,800	43,500	40,860
Geology & Geological Sciences	2	35,400	N/A	N/A	*	*	*
Mathematics	+	+	40,668				
Physics	3	41,000	42,480	*	*	*	*
Polymer	2	42,900	41,244	*	*	*	*
	92						

N.A. - No historic data available
* Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazatene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Business Administration
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota - Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management - Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State University - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College